



a **YOUTH:WORK** program

INTERNATIONAL YOUTH FOUNDATION

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Annual Progress Report

1 October – 30 September 2012

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1.0 Activity Summary

1.1 Activity Description

The Tanzania Youth Scholars program is a five-year initiative implemented by the International Youth Foundation (IYF) and funded by USAID through IYF's Youth:Work Leader with Associate award. The program began May 23, 2011 and will work in partnership with Tanzanian organizations, Camfed, Kiwohede, and VETA, as well as the Government of Tanzania's Ministry of Health and Social Welfare (MoHSW) to identify orphans and most vulnerable children (O/MVC) and support them during their transition from school to work. The main goal of the Tanzania Youth Scholars (TYS) program is to increase access to quality vocational and entrepreneurship trainings and secondary education opportunities for 1,800 O/MVC ages 14 to 24, along with other support to create economic opportunities for youth. All TYS partners integrate life skills training to improve young people's ability to lead a healthy and productive life. The program is directly linked to the PEPFAR goal to provide care and support to people affected by HIV/AIDS.

1.2 Area of Coverage

The TYS program targets MVC in sixteen (16) districts:

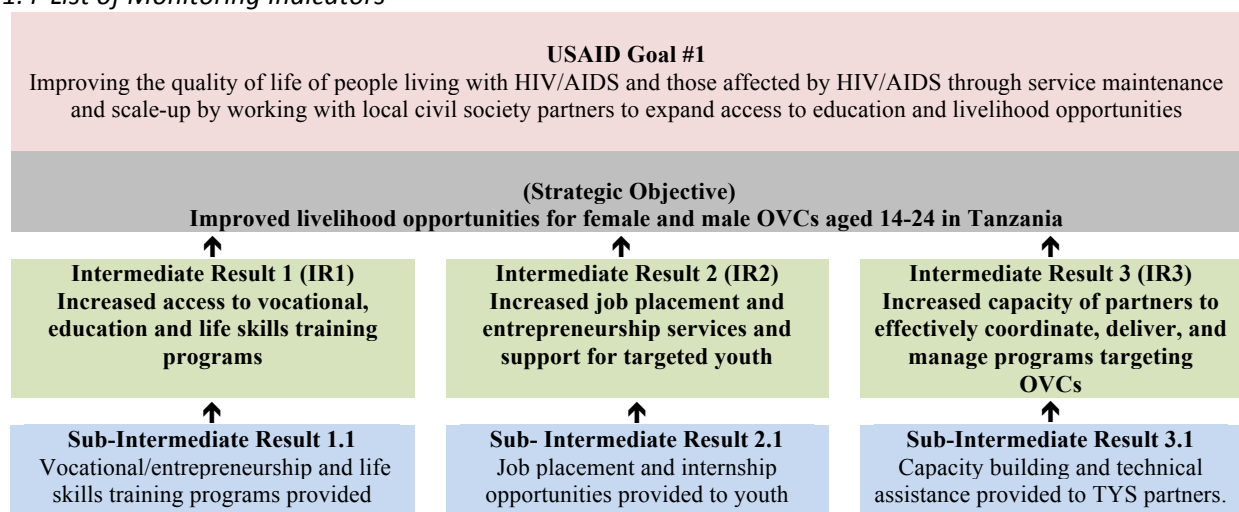
- Mbeya Urban and Songea Urban (Kiwohede)
- Iringa Rural, Kilolo district and Rufiji district (Camfed)
- Muheza, Mkinga, Mtwara Rural, Mtwara Urban, Kigoma Urban and Kigoma Rural, Ilala, Temeke, Kinondoni, Nyamagana and Illemela (VETA)

The selection criteria for the districts were based on USAID priorities and TYS partners geographic coverage areas and also the regions with high rates of orphans caused by HIV/AIDS.

1.3 Target Beneficiaries

The TYS program targets 1800 MVC aged 14-24 years. Beneficiaries are selected by using a community-based approach approved by the Tanzania MoHSW as well as the national MVC Database Management System (DMS) when available. TYS works in collaboration with district offices and Most Vulnerable Children Committees (MVCC) to select target beneficiaries.

1.4 List of Monitoring Indicators



Sub- Intermediate Result 1.2

Educational programs through scholarships delivered

Sub- Intermediate Result 2.2

Career Guidance and Counseling services provided

Sub-Intermediate Result 3.2

Collaboration achieved with other public and private sector organizations in support of program goals.

Sub-Intermediate Result 1.3

Reproductive health education and HIV prevention programs provided

1.5 Reporting Period

This report provides a detailed summary of the program activities carried out and challenges encountered for the quarter of 1 July to 30th September as well as an annual summary of TYS implementation from 1st October 2011 to September 30th, 2012.

1.6 Program Status

At the close of this operating year, IYF has made significant progress towards meeting program objectives and building a strong foundation for carrying out the remaining years of the TYS program. This year the first round of MVC selection was completed in coordination with local District Social Welfare Officers (DSWOs), Village Executive Officers (VEO) and MVCC resulting in 547 youth enrolled in vocational training courses and 300 in secondary schools. IYF conducted monitoring visits to 13 of the 16 target districts of the TYS program. In addition, IYF focused its efforts on building the capacity of the implementing partners through provision of technical assistance during field visits, partners meetings, and capacity building workshops.

2.0 Activity Implementation Progress**2.1 Implementation status*****Intermediate Result 1: Increased access to vocational, education and life skills training programs*****Selection and Enrollment**

Beginning in Q1, all three implementing partners met with DSWO's, MVCCs, as well as other community members to raise awareness of the TYS program and begin the identification process of beneficiaries. The first round of O/MVC identification and recruitment resulted in the enrollment of a total of 547 youth in vocational training and 300 secondary education supported through scholarships. Of those in vocational training, 213 youth were enrolled in multi-year vocational training programs in Songea, Mbeya, Tanga, Dar es Salaam, Kigoma, Mtwara, and Mwanza. The remaining youth made up the first cohort to receive scholarships for attending short vocational training programs at VETA and Kiwohede training centers in the aforementioned districts. In the following years, identification of youth will be conducted once a year by Kiwohede and VETA targeting an average of 340 to participate in short vocational training courses.

Throughout the O/MVC identification and selection process, IYF and TYS partners collaborated closely with local government authorities (LGA) as well as USAID implementing partners for the recruitment of the beneficiaries for the TYS program. IYF and TYS partners actively engaged local communities, DSWOs and Ward Executives Officers to not only identify O/MVC for the program but also to verify and notify the selected youth of their scholarship awards. In the cases when M/OVCs could not be recruited using the DMIS, community leaders were consulted and a physical mapping was conducted. For instance, the DMIS in the districts of Mbeya and Songea had not been updated since 2007; therefore a physical

mapping exercise was carried out by Kiwohede. TYS partners worked closely with DSWO and local MVCC to ensure identified O/MVC were added to the MVC registers in instances/districts where the DMIS was not active or up to date.

TYS IPs coordinated with USAID implementing partners in the target areas in which there is overlap of program activities including Dar es Salaam, Muheza, and Iringa. VETA was able to meet its recruitment targets by coordinating with USAID implementing partners Family Health International (FHI) in Dar es Salaam and Hospice-World Educational International (WEI) in Tanga region to identify eligible O/MVC. Further, a total of 35 O/MVC beneficiaries from Africare in the Iringa district received scholarships from Camfed.

In this last quarter, VETA continued enrollment of O/MCV into short courses at the five partnering VETA centers. VETA enrolled an additional seven O/MCV at the Mtwara center and 15 additional youth at VETA Kigoma to account for enrollment shortfall of TYS beneficiaries at the Mtwara center for long courses. In addition, VETA coordinated with Hospice-WEI in the Muheza district of Tanga to identify and enroll 25 youth at the Kiwanda FDC center to replace youth who did not report for training. Kiwohede and Camfed completed their O/MVC selection and enrollment phase in Q1 and Q3 respectively.

Vocational Training/Education Activities

Following the recruitment phase, TYS IPs began providing the core training intervention to selected O/MVC in December 2011. Kiwohede and VETA held orientations for the first cohort of TYS beneficiaries as well as provided career counseling to selected youth to help place them in the vocational trade that best met their skills and interests.

Kiwohede

Kiwohede, realizing that they lacked the full capacity to offer quality training in some technical areas, such as electrical installation and carpentry, partnered with local technical vocational institutes and master-crafts persons in both Songea and Mbeya. Kiwohede attached nine TYS participants in apprenticeships in trade areas such as carpentry, auto-mechanics, and barbering with local master craftsmen. Kiwohede also partnered with local VET centers to enroll 59 youth in multi-year (1-3 years) vocational training programs. An additional 66 M/OVC were enrolled in short courses at Kiwohede training centers focused on tailoring, batik, cooking, and soap-making. To date, out of the total 134 youth enrolled by Kiwohede, five youth have dropped out of training. Marriage, prolonged sickness and gaining employment are among the reported reasons for participant attrition. (See section 4.0 Challenges below for IYF's response to participant attrition)

VETA

In January, VETA enrolled 115 O/MVC in Level II long-courses at VETA training centers in Mtwara, Dar es Salaam, Kigoma, and Mwanza. In the Tanga region-Muheza district VETA sub-contracted with the Kiwanda FDC training center to provide vocational training to 100 O/MVC due to insufficient training capacity at the VETA Tanga center to train this number of youth. The courses will run for three years and in addition to technical skills, training will include cross-cutting subjects such as mathematics, English, computer applications, entrepreneurship and life skills. With the exception of Dar es Salaam where TYS beneficiaries are receiving transportation stipends, youth enrolled at the remaining VETA centers as well as at Kiwanda are receiving room and board. Among the youth enrolled in long courses at VETA centers this year; 17 [Dar es Salaam (12), Tanga (2), Kigoma (1) and Mwanza (1)] youth have dropped out of training due to family responsibilities and lack of an overall commitment for long-term training.

Further, VETA has enrolled 200 O/MCV in short vocational courses at the five targeted VETA training centers. From May to July, short courses began at each center ranging from one to six months focusing on trades such as Hotel Management, Auto Mechanics, Cosmetology, Masonry, and Tailoring. All short courses for this first cohort are scheduled to be completed by December.

Camfed

In January Camfed administered scholarships and enrolled 300 female O/MVC in 60 public secondary schools within the Iringa (rural), Kilolo, and Rufiji districts. Forty girls initially did not report to their respective schools; however, by May Camfed had successfully met its target. CDCs, Village Executive Officers and teacher mentors assisted Camfed with meeting with parents/guardians who were reluctant to send their children to school. As a result six students who had not initially reported enrolled and Camfed filled the remaining vacancies with youth identified within these schools and verified as O/MVC. As part of Camfed's bursary scholarship, beneficiaries receive room and board, pocket money, uniforms, shoes, stationary and personal hygiene supplies.

Life Skills

This year, IYF has been working closely with TYS IPs to ensure O/MVC receive a quality life skills intervention that will help them lead healthy lives and acquire the soft skills sought after by employers. All TYS partners are using VETA's life skills curriculum which covers core skills such as communication, team building, conflict management, critical thinking, etc. The majority of Kiwohede and VETA centers deliver on-going life skills training throughout the course of the vocational training, however the duration and frequency of lessons vary from center to center. A couple of exceptions are VETA Mwanza which offers life skills separately at the beginning of every training year before technical training courses begin and VETA Tanga which provides life skills training for youth enrolled in long courses starting from the second year of the study. Thus, due to some delays with enrolling TYS beneficiaries in long courses at VETA Mwanza, youth did not receive life skills training this year. IYF will ensure that these youth participate in the next life skills training which is scheduled for January at these centers. At the end of the FY12 operating year, a total of 522 O/MCV (257 girls; 268 boys) ages 14-24 have received training in life skills. Further, trainers at VETA Dar es Salaam observed that in a short time most of youth have improved their behavior and self discipline.

Since Camfed generally does not provide direct training for youth, IYF is currently working closely with them to finalize a plan for providing life skills training for the 300 TYS beneficiaries. IYF will identify trainers to co-facilitate the life skills training portion of Camfed's three-day "Empowerment" workshops for TYS beneficiaries in Iringa, Kilolo, and Rufiji, planned for 2013. Teacher mentors from all 60 Camfed partner schools will also attend these workshops to work with the girls to develop a plan for establishing life skills clubs at their respective schools and thus be able to reinforce the life skills concepts throughout the school year.

Intermediate Result 2: Increased job placement and entrepreneurship services and support for targeted youth

Internship Placement

As the first round of short vocational courses will conclude between October and December¹, Kiwohede and VETA are currently identifying internship placements for TYS participants. By participating in internships youth are able to practice the skills they learned during training and gain valuable experience with local businesses which may lead to jobs. VETA has established partnerships with local employers who are interested in providing internships or jobs to successful VETA graduates. VETA prepared for the internship and job placement of TYS participants through the use of the Market Specialist officers at each training center. These officers are responsible for establishing relationships with local businesses to arrange internships for youth enrolled in long and short courses at VETA training centers. As part of the program design, VETA aims to place at least 85% of all TYS participants in eight-week long internships after completion of training to gain practical experience. At the time of this reporting, VETA has placed 24 TYS participants who have completed short vocational course including Hotel Management, Basic cleaning, Auto Electrical and MV Mechanics in internships with local businesses such as the Amana Hospital, Care & Sanitation Company and Hotels Serena and Peacock in Dar es Salaam. After the internships, VETA will continue to work with TYS participants to link them to current employment opportunities. Kiwohede has faced some challenges with securing internships for TYS participants graduating from their training due to the expectation from local employers to be compensated, which cannot be accommodated by Kiwohede's budget. Nonetheless, Kiwohede is still working to identify internship opportunities for youth scheduled to complete training in December.

Entrepreneurship

Entrepreneurship training is integrated into all short and long vocational training courses delivered to TYS beneficiaries by VETA and Kiwohede. Details for each partner follow:

VETA

During long courses, youth enrolled at VETA centers participate in entrepreneurship training on a weekly basis². For short courses, VETA has developed plans for incorporating entrepreneurship into the training and the duration and frequency depends on each course and the VETA center at which it is offered. VETA centers are using an entrepreneurship curriculum developed by VETA which covers the core elements of generating viable business ideas, performing market research, marketing products and services, obtaining start-up capital and managing finances.

Kiwohede

Kiwohede has also been delivering entrepreneurship training to youth enrolled at their training center in Mbeya and Songea and youth participating in apprenticeships using an entrepreneurship curriculum obtained from FHI/PACT. Kiwohede provides youth enrolled at their centers and those youth attached to apprenticeships with two hours of entrepreneurship training a week. However, IYF has concerns with the quality of this training due to the lack of capacity of Kiwohede trainers in this subject. Thus, IYF is currently exploring opportunities to strengthen the capacity of TYS IPs in youth entrepreneurship.

¹ With the exception of one-month long courses offered at Mtwara and Dar es Salaam training centers which ended in September.

² With the exception of the VETA Mwanza center who delivers the entrepreneurship and life skills training before technical training begins.

In addition, Kiwohede and VETA centers will provide small business start-up grants to ten percent of youth who have completed vocational training and are interested and prepared to start their own businesses. IYF will work closely with TYS IPs to select proposals submitted by individuals or groups of 6-8 youth who have completed vocational training. The ideas will be vetted by how well thought-out the proposals are in addition to the applicability of ideas based on the market. This process will begin during the next reporting period.

Intermediate Result 3: Increased capacity of partners to effectively coordinate, deliver and manage programs targeting OVCs

Building the capacity of the three implementing partners of the TYS program is a crucial element to successfully carry out the program. Over this past year, IYF was in regular communication with implementing organizations through monitoring visits to field offices as well as meetings held at the TYS office in Dar es Salaam to ensure effective coordination and management of the program. In addition, IYF supported the capacity of its partners in the following ways:

- Field Visits
- Regular Quarterly meetings
- Training Workshops
- Semi-annual Partners' meetings
- Mentoring

Field Visits

During this first year of TYS implantation, IYF conducted two rounds of field visits to project sites including Songea, Mbeya, Iringa Rural, Kilolo, Rufiji, Mwanza, Kigoma, Mtwara, Tanga and Dar es Salaam. IYF met with Kiwohede's field-based staff in Songea and Mbeya, directors and trainers at VETA training centers as well as teacher mentors and Community Development Committees that work with Camfed partner secondary schools. During field visits IYF also met with local MVCC and DSWO to discuss the status of the MVC DMS and proper identification of O/MVC as well as held focus group discussions with youth receiving TYS scholarships. Conducting field visits to the ten TYS project sites has served multiple purposes for IYF. In addition to monitoring overall project progress, verification of beneficiaries and services provided, strengthen coordination with LGAs and IPG members and ensuring compliance with USAID rules and regulations, IYF uses site visits as an opportunity to provide face to face technical assistance to local partner staff. Thus, field visits were successful means for raising the awareness of the TYS program and understanding the practicalities of implementation on the ground.

Global Learning Event

In June, the TYS Director, Sarah Shebele and representatives from TYS IPs, including Dr. Peter Mateso (VETA), Sophia Temba (Kiwohede) and Lydia Wilbard (Camfed) attended IYF's Global Partner Meeting learning event/conference themed "Youth@Work: Bridging the Opportunity Divide" in Washington DC. Over 45 organizations from IYF's global partner network participated in the three day conference to share best practices and lessons learned relating to youth employability and entrepreneurship. Among the key issues discussed were: the urgency of actions needed to address global youth employment; how to create public private partnerships, fostering economic and civic opportunities for vulnerable youth, and mentoring young entrepreneurs. TYS staff and implementing partners also participated in a half-day workshop for all of IYF's Youth:Work programs under IYF's Leader with Associates Corporative Agreement with USAID to discuss cross-cutting themes such as life skills, gender and M&E. The agenda for the meeting can be viewed here: http://iyflive.net/sites/default/files/Agenda_IYF2012GPM.pdf

Training Workshop on Life Skills

In Q1, IYF carried out an assessment of TYS partners' life skills programs based on IYF's set of Minimum Standards for life skills programming. Since then IYF has been working with TYS partners to standardize and improve the quality of the life skills training provided under the TYS program. In July, IYF partnered with VETA's Morogoro Vocational Teacher Training College to conduct a six-day Training of Trainers (TOT) for 20 staff from Camfed, VETA, and Kiwohede responsible for conducting life skills training with TYS sponsored youth. The first four days of the training was focused on life skills and covered the core competencies such as Communication, Problem Solving, Team Work, Managing Emotions etc as well as interactive teaching methodologies. The TOT also included a practicum portion in which participants were given the opportunity to practice their facilitation techniques with their training peers. The training also included two days of training on adolescent reproductive health for trainers as part of IYF's *Planning for Life* project. For more information please see section 3.2 Wrap around Activities below.

Mentoring

To offer additional technical assistance, TYS staff provides on-going mentoring to life skills trainers at VETA and Kiwohede centers through regular conference calls. Life skills trainers can use this opportunity to receive support with any challenges they may be facing in terms of facilitating life skills or reproductive health training. Based on observations made during field visits this previous quarter, IYF has noticed improvements in Kiwohede's and VETA's capacity to deliver quality life skills training. Further, IYF has received positive feedback from youth participants who have reported that they enjoy the life skills component of their training.

Quarterly Meetings and Regular Communication

IYF's Dar es Salaam based staff conduct routine quarterly meetings with Camfed, VETA and Kiwohede HQ staff to provide feedback on quarterly reports and discuss overall program progress and challenges. This year, IYF oriented partners on various areas such as Public Private Partnership, life skills, child safeguarding policy and monitoring and evaluation during regular quarterly meetings. Also, TYS have been using these meetings to share experience of the previous quarter i.e. achievements and challenges; review and discuss on plans for the next quarter; and communicate updates and guidelines from USAID to TYS partners.

Semi-Annual Partner Meetings

In Q4, IYF conducted a 2 day workshop for TYS Implementing partners in Dar es Salaam. The workshop was attended by 23 participants included two representatives from each partner's HQ and field offices/ zonal offices as well as all TYS Dar staff. The objectives of the workshop were to build programmatic and financial capacity of partners, identify project priorities and guidelines on development of the work plan for the next fiscal year and discuss administrative and/or communication challenges in the implementation of TYS project. The agenda of the meeting included project updates, sharing USAID guidelines for work plan development and capacity building presentations on topics such as child safe guarding, life skills, financial management, M&E and leadership skills). The following were recommendations to partners put forth during the workshop, among others:

- Improve and increase collaboration with other USAID partners such as Africare, FHI, Intra health and Hospice-WEI as well as with the MoHSW.
- Improve community involvement in enhancing retention and performance of TYS participants.
- Ensure gender balance in all aspects of the project, with special emphasis in enrollment of both female and male youth.

2.2 Achievement progress against planned for the period disaggregated by gender/geographical etc

Program Element/ Sub element	Indicator	Achievement				Remarks/why target not met/superseded.
		Current Qtr Planned/ Target	Current Qtr Actual	Annual Cumulative Planned/ Target	Annual Cumulative Actual	
IR 1	Number of eligible children (OVC) provided a minimum of one OVC core program area	870	847	870	847	IYF did not meet the annual target due to 23 youth drop outs.
IR 1	Number of youth enrolled in vocational/ entrepreneurship programs	235 ³	220	570	547	In this quarter, VETA enrolled youth in all centers and increased the target of short courses this year to account for 15 youth who did not report for long courses at the Mtwara center
IR 1	Number of youth enrolled in formal education program	-	-	300	300	Annual target was met 100% in Q2
IR 1	Number of youth trained in life skills and other topics	870	522	870	522	Life Skills was provided to youth at Kiwohede and VETA centers including Kiwanda FDC. However a total of 25 youth enrolled in long courses at the Mwanza and Tanga center will not begin life skills

³ The target was increased by 15 from the original plan to enroll 220 youth into VETA short courses this quarter to fill an enrollment gap for long courses at VETA centers.

						training until August 2013 In addition; Camfed's 300 beneficiaries will receive life skills training in 2013.
IR 1	Number of youth provided scholarships and/or material support	870	847	870	847	All of the youth enrolled in the TYS program this year received at least one type of scholarship support e.g. fees, books, stipends etc. However, we were short of the overall enrollment target.
IR 1	Number of youth trained in reproductive health and HIV prevention	870	522	870	522	RH has been provided to youth through Life skills at Kiwohede and VETA centers. See above remarks for indicator on life skills training
IR 2	Number of youth who have participated in internships or as apprentices in various sectors	220	24	220	24	This quarter VETA DSM has placed youth who have completed short courses in internships. Among the completed courses include Basic cleaning, Hotel management, Decoration, MV Mechanics and Auto Electrical

IR 2	Percentage of youth who have been provided with career guidance	220	220	570	547	IYF did not meet the annual target due to 23 youth drop outs.
IR 3	Number and types of technical trainings provided to partners on various topics	-	2	-	2	IYF conducted a TOT on life skills and reproductive health for TYS IP staff; In addition a representative from each partner attended IYF's Global Partner Meeting, a three day learning event in Washington, DC
IR 3	Number and types of linkages established with government and private sector	-	1	-	1	IYF has linked with Uhuru One to employ TYS participants

2.3. Any other qualitative achievements

Planning for Life Grant

In March 2012, IYF received a ten-month grant in the amount of \$80,000 from World Learning/USAID to expand IYF's *Planning for Life* (Pfl) program into Senegal and Tanzania-based employability programs. Through this grant, IYF is integrating reproductive health into the TYS program and strengthening Camfed, VETA, and KIWOHEDE's capacity in this area. For more information refer to section 3.2 below.

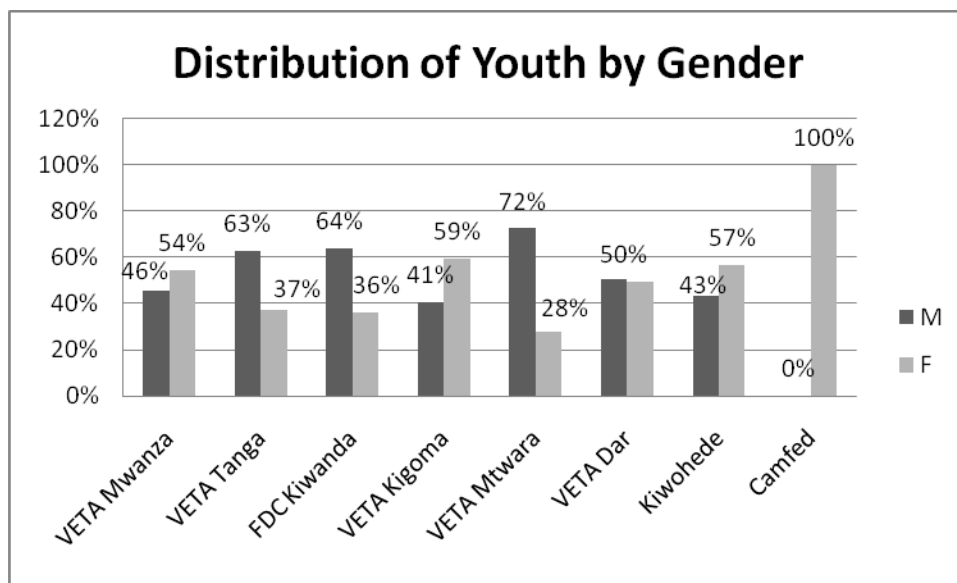
3.0 Integration of crosscutting issues:

3.1 Gender

In Q2 IYF completed a gender analysis outlining specific gender issues in Tanzania and their implications on the TYS program. The gender analysis helped the TYS team understand the specific issues that IYF and TYS IPs should pay attention to such as the different roles, needs and constraints that males and females face in regards to employment, education and health. IYF is continuously working with TYS IPs to ensure gender is considered at every level during implementing program activities. Some of the issues that we have encountered are as follows:

- **Environment constraints:** Since the TYS program specifically targets O/MVC, the program has been designed to provide additional support services to beneficiaries to ensure equal opportunity of both males and females and to address issues/challenges that may cause youth to not enroll or drop out of training. These services include transportation stipends, meals during training, medical, and psychosocial support. In addition, IYF will be addressing these issues through the provision of life skills training with the inclusion of reproductive health lessons.
- **Early pregnancy:** In TYS program, one of the main reasons that led to the drop outs of female participants was pregnancy. Through IYF's *Planning for Life* program, trainers from TYS IP's have been provided training and a reproductive health curriculum to increase their capacity to address the issues of reproductive health with youth. (See 3.2 Wrap around activities)
- **Early marriage:** During the first selection round of TYS beneficiaries, a few instances were reported in which female youth who were initially selected failed to officially enroll in the training or dropped out due to early marriage. IYF and IPs have already started to implement measure to increase the involvement of parents/guardians and communities to encourage their commitment to help O/MVC complete their training or education.

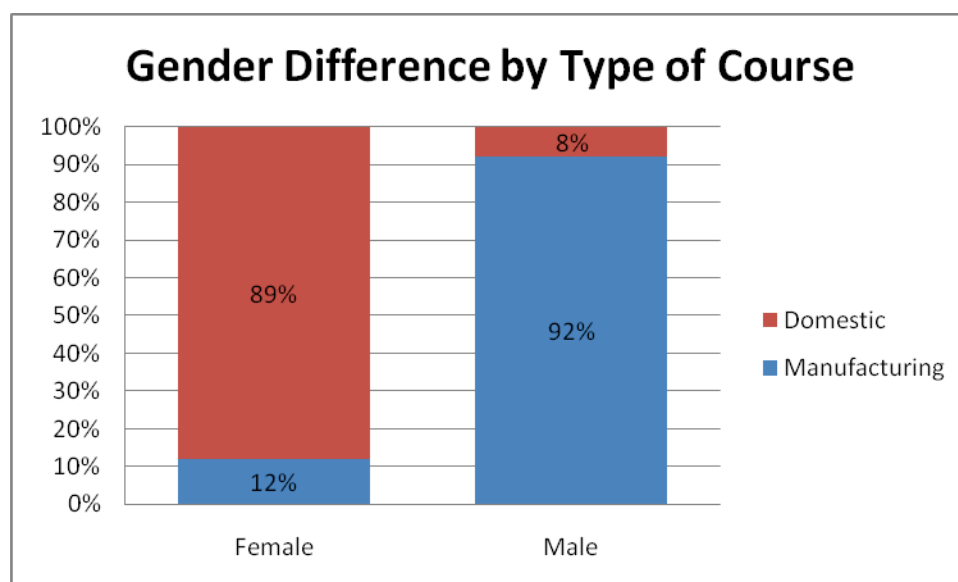
In the selection and enrollment of O/MVC for participation in the TYS program, Kiwohede and VETA⁴ have attempted to achieve gender equality among the beneficiaries in the various training courses. Of the 547 youth enrolled in vocational courses at VETA and Kiwohede centers, 52% are males and 48% females. Specifically at VETA's Dar es Salaam training center, the enrollment of female and male youth was at 50% each. However, challenges at other training centers related to as low turnout and drop-outs of youth have affected gender balance. (See below diagram)



The selection of the type of vocational course to enroll in by female and male youth has been influenced by gender roles and societal expectations. According to enrollment at Kiwohede and VETA centers this year, 87% of female youth have opted for domestic courses such as cooking and tailoring; while 91% of male youth have selected manufacturing trades such as masonry, carpentry and auto-mechanics focused trades. IYF is working closely with partners to improve career guidance that is offered to youth

⁴ Camfed's mandate is to target only vulnerable girls

during orientation and enrollment to ensure that youth are encouraged to consider a wide range of training options, not only those traditionally associated with their gender. In addition, IYF has encouraged TYS IPs to reach out to local professionals that hold positions in a field that is generally dominated by the opposite sex to come in and talk with youth during pre-enrollment orientation sessions.



Further, to reduce gender disparities among youth, TYS partners (VETA, Kiwohede) are mainstreaming gender issues through life skills trainings. The trainings delivered enable youth to understand issues on gender including gender roles and stereotypes and gender based violence. Camfed will raise awareness on gender issues during their Empowerment Camps. The Empowerment Camps will address educational issues such as early pregnancy, gender discrimination, and sexual harassment by critically analyzing challenges and producing sketched and theatre performances that illustrate challenges and their potential solutions. Camps are also designed to increase awareness among students and giving girls the confidence to speak openly about the difficult situations they face.

3.2 Wrap around Activities (HIV/AIDS)

In March, IYF received a ten-month grant from World Learning/USAID to expand IYF's *Planning for Life* (PfL) program into the Tanzania Youth Scholars program. The PfL project is focused on increasing IYF's staff and global implementing partners' capacity to integrate reproductive health into youth development programs. To help meet this objective, a main activity of the project is to adapt IYF's *Planning for Life* curriculum "Reproductive Health Lessons: A Supplemental Curriculum for Young People" into the Tanzanian context and train TYS IPs on how to use it. The standard curriculum can be viewed here: <http://www.iyfnet.org/sites/default/files/Supplemental%20RH%20Lessons%202010.pdf> Kenya's adapted version here:

http://www.iyfnet.org/sites/default/files/P4L_Supplement_Kenya_ENG.pdf

In Q3, IYF formed a curriculum review committee, including trainers and youth specialists from VETA, Camfed, and Kiwohede as well as key staff from IYF to review the *Planning for Life* curriculum that was previously been developed for use in Kenya and available in Swahili. The curriculum includes ten core lessons on topics such as the reproductive health system, HIV/AIDS, Sexually Transmitted Infections,

Gender Stereotypes and Gender Based Violence. The committee adapted the case studies, examples, and informal language presented in the individual lessons to be more relevant specifically to O/MVC in Tanzania. It is expected that the Tanzania version of the curriculum will be finalized in November, after receiving the results from the pilot test which is currently underway with a cohort of youth enrolled at VETA's Dar es Salaam center.

The Training of Trainers conducted in July, included two-days focused on preparing trainers to integrate reproductive health into their life skills programs as well as how to facilitate lessons on reproductive health topics. During the training, IYF also worked with TOT participants to develop work plans for integrating the *Planning for Life* curriculum into their life skills training. As a result, VETA and Kiwohede have trained youth on HIV/AIDS through life skills and reproductive health trainings. Among the topics covered include HIV/AIDS transmission, prevention methods, care and stigma. A total of 522⁵ O/MCV (275 girls; 247 boys) ages 14-24 have been trained on reproductive health, including HIV/AIDS this year.

In addition, the TOT also prepared trainers to conduct community mapping exercises to identify health and youth-friendly service providers that they can refer TYS participants to. Kiwohede has been providing individual and group counseling to youth with emphasis on educating youth on the importance of knowing their HIV/AIDS status. Kiwohede was successful at partnering with AMREF's Angaza Zaidi project in Mbeya and Songea and connecting TYS participants to free HIV Voluntary Testing and Counseling (VTC). A total of ten youth out of 66 TYS beneficiaries in Songea opted to get tested while in Mbeya 20 out of 68 TYS beneficiaries were tested. Social workers from the Angaza Zaidi project have also been guest speakers during Kiwohede's life skills and reproductive health training sessions. IYF is encouraging VETA and Camfed to establish similar partnerships. Throughout the year VETA Dar es Salaam, Mtwara and Tanga centers have taken the initiative of inviting HIV/AIDS educators/ counselors in their centers to educate and counsel youth.

3.3 Public Private partnership (PPP)/ Global Development Alliance (GDA)

In this quarter, implementing partners have continued to strengthen their partnerships with both public and private stakeholders. IYF is in the initial stages of finalizing a Public Private Partnership strategy for the TYS program. During a monitoring visit in September, IYF's Program Director Angela Venza and Program Coordinator, Hannah Corey worked with the Dar es Salaam team to develop a draft plan for meeting the needs of the TYS program through building partnerships. IYF is working to create Public Private Partnerships to support future job placement and employment opportunities for TYS beneficiaries as well as other contributions to program needs. IYF has identified a "menu of options" of areas for possible collaboration to share with potential partners, including;

- Hire a highly trained TYS participant for an internship or employment
- Donate vocational training equipment or materials to maximize youth's practical skill development.
- Provide discounted health services such as volunteer testing and counseling.
- Donate scholastic materials or personal hygiene items in bulk for TYS participants boarding at vocational and educational institutes.
- Conduct capacity building workshops for TYS implementing partners, in areas such as, but not limited to, child protection, psychosocial support, or monitoring & evaluation.
- Share your experience and expertise by being a guest speaker at a TYS-supported school or vocational center.
- Provide start-up capital or be a mentor to a young entrepreneur.

⁵ Seven TYS participants at VETA Tanga training center have not received training on reproductive health

IYF is also in the process of populating a database of potential partners and producing a TYS Factsheet to raise awareness of the program and suggest ways to get involved. Partnerships have been established this year with local government officials and USAID implementing partners. In addition IYF has been exploring the following partnerships:

- (1) In this year, IYF partnered with Uhuru One, a private company that is providing IT services. TYS Project Director met with the company Director and discussed ways the two parties can create partnership by providing employment opportunities to TYS youth after graduating from VETA training. Uhuru One agreed to provide employment opportunities to some of O/MVC from the TYS program. To start, one young person who was previously supported by IYF at VETA –Dar es Salaam had been employed by the company.
- (2) IYF had meetings with Youth Business International and the Prince of Wales Foundation. The Prince of Wales Foundation assists underserved young entrepreneurs with a combination of training, access to capital, mentoring and other business development services. The Foundation sees an opportunity to possibly partner with IYF to support TYS youth enrolled at VETA centers. IYF Dar office is following up with YBI to get their schedule for their next visit to Tanzania since they had cancelled their visit scheduled for September.
- (3) Also early this year, IYF and VETA staff in Tanga met with the Regional Commissioner to discuss on employment opportunities for TYS youth in Tanga. The Regional Commissioner expressed interest in supporting the TYS program by creating linkages with local employers and small scale business finance opportunities. In Q4, VETA Tanga submitted letter to the Regional office requesting financial support for youth in Kiwanda FDC and those who are enrolled in short courses. During the next visit TYS and VETA staff will visit the regional commissioner office in Tanga to follow up on job placement, internships and financial support.
- (4) Kiwohede partnered with other training institutions such as the Moravian and Mfaranyaki training centers and local master craftsmen to assist with providing vocational training to youth in Songea and Mbeya regions.

3.4 Sustainability Mechanisms

Over the year, TYS IP's have continued to raise awareness at the community and at the districts' levels to enhance local program ownership. TYS implementing partners have collaborated with other stakeholders such as district authorities and local communities to meet program goals and objectives. Implementing partners are actively working with MVCCs and other community leaders who have volunteered to support the identification and selection of M/OVC. In Tanga, IYF met with parents, guardians and local leaders in Mkinga district and as a result parents/guardians showed appreciation for the scholarship support and agreed to share some project costs such as providing transport stipends and other necessary items. In Muheza district parents/guardians have contributed funds ranging from 10,000 – 75,000 Tshs for supporting O/MVC enrolled at the VETA center. Further, Camfed is facilitating the formation of Community Development Committees, Community Resource Teams, and Parent Support Groups (PSGs) in the villages of the selected Camfed-TYS beneficiaries. IYF plans to continue involving parents/guardians and the community at large during the selection and in the retention of youth. IYF is also working to identify other supporters, public and private, who may be able to provide some sustainability to the program.

3.5 Environmental Compliance

Nothing to report.

4.0 Stakeholders participation/involvement (Line Ministry/Central Government, Local Government Authorities (LGAs), Community, CBOs, SMCs, etc)

a. TYS Launch Event October 19, 2011:

The official launch event for the TYS program was held on October 19, 2011 in Dar es Salaam at Double Tree Hotel to raise awareness about the goals of the TYS program and its relevance to USAID's and the Government of Tanzania's strategy for creating opportunities for Tanzania's vulnerable youth. The event was attended by more than 90 participants including TYS IPs, IYF Baltimore and Dar based staff, USAID, as well as other stakeholders from the Tanzanian Government and NGO community. The Deputy Commissioner of the Ministry of Health and Social Welfare was in attendance and acknowledged the contribution that the TYS project will make to the country and emphasized the use of existing systems such as the DMS for tracking O/MVC and reporting. The event was interactive and included a traditional Tanzanian dance performance by Kiwohede's youth beneficiaries. In addition, a video with information about the TYS program developed by IYF was presented and can be viewed here:

<http://www.youtube.com/watch?v=IJ7dB28cVyg>

b. Participation in the development of the National Costed Plan for Action (NCPA) II

Throughout the year, IYF as well as other organizations implementing O/MVC programs have participated as part of a task force team to review the NCPA II developed in August under the Ministry of Health and Social Welfare. In addition, IYF also participated in the M&E assessment workshop held in September. The NCPA II provides guidance to all OVC programmers including O/MVC education and is lead by the MOHSW. IYF participated in the review of the document to ensure that issues related to the education of O/MVC are well addressed.

c. OVC Technical Assistance Providers

The Technical Assistance Providers is a team of MVC specialists designated by USAID who are currently supporting OVC programs with technical expertise in the areas of capacity building and Monitoring & Evaluation. Members of the Technical Assistance Providers, including IYF, met twice in Q2 to discuss objectives and a plan for action for the group. IYF participated in another meeting in August in which the group discussed the status of the NCPA II, new PEPFAR OVC program guidelines, and Technical Assistance service providers.

d. Camfed's Network of Community District Committees (CDC)s:

Members of CDCs in Rufiji, Iringa and Kilolo conducted monitoring visits to all 60 partner secondary schools attended by girls within the TYS program. During monitoring visits, CDC members interviewed Camfed/TYS beneficiaries to confirm that they have received their entitlements as directed by Camfed for the second term. They also confirm their exact date of birth and their current classes. In addition to meeting with all beneficiaries, CDC members also conducted community sensitization meetings in the wards associated with partner schools. They emphasized child protection and led discussion on community-specific challenges to education girls and their possible solutions.

In Q4, Camfed Tanzania trained 25 new members of the Camfed Resource Team in community mobilization and child protection. Resource persons include members of CDCs, Teacher Mentors, Cama members and staff who stand out among their peers in their commitment and their ability to communicate to their fellow members, parents and community groups. Each year, these leaders are invited to join Camfed's Resource Team to become peer trainers for new CDC members in their respective districts. CDC members in all 10 districts in which Camfed operates receive comprehensive

training which also provides an opportunity for members to learn from their peers about common challenges on the ground and practical solutions.

The Resource Team and other CDC members are responsible for facilitating the formation of Parent Support Groups (PSGs) in the villages in which Camfed beneficiaries come from. PSGs act as ambassadors for overseeing the protection and rights of Camfed beneficiaries as well as other O/MVC in their communities. After the training, CDC members conducted sensitization meetings in nine wards, three wards in each district of Iringa, Kilolo and Rufiji. During these meetings, members of the communities formed three PSGs (each having 10 members) in each district. The members of the PSGs will act as champions of child rights and protection in their ward according to Camfed's Child Protection Policy. CDC members guide the members of the PSGs to elect leaders and develop a group constitution.

e. Collaboration with USAID Implementing Partners

During the selection of youth for short courses, VETA centers have been collaborating with district authorities' officers, local community leaders, employers and NGOs. For example, in Mwanza, VETA selection process had been successful completed with full support from the district social welfare officers, ward leaders and village leaders. Also, VETA Mwanza plans to establish a partnership with PACT International in Mwanza for support in identifying O/MVC, and retention of youth. In Tanga region, VETA center partnered with Hospice – WEI who assisted with the identification of eligible O/MVC for the TYS program and to be enrolled at the VETA Tanga center and Kiwanda FDC training center. In addition, Hospice-WEI is coordinating with VETA to keep track of the retention and performance of youth during training.

VETA Kigoma has continued working with the DSWOs in the identification of youth for short courses but has also partnered with BAKWATA (a faith based organization) in Kigoma who has been identifying O/MVCs and linking them support services and livelihood opportunities. In Mtwara, VETA has been in collaboration with Intra-health to identify and reach the selected beneficiaries. In addition, VETA Dar es Salaam established a fruitful partnership with FHI volunteers and district authorities for the selection of O/MVCs for long and short courses.

f. Collaboration with Local Government Authorities (LGAs)

During this year, IYF and TYS IPs have been working closely with the MoHSW, Department of Social Welfare in the targeted districts. At the beginning of the project, IYF staff met with key contact personnel Ms. Jean Ndetabulya the Deputy Commissioner at MoHSW to introduce the project i.e. target beneficiaries, coverage areas, project timeframe and implementing partners. Also IYF and implementing partners collaborated with the District Social Welfare Officers, community development officers and education officers throughout the process of identifying, selecting and verifying O/MVC for scholarships support. For example, in Mkinga, Mwanza and Kigoma districts, District Social Welfare Officers assisted by verifying the MVC status of all youth that were selected. In Songea and Mbeya, District Social Welfare Officers participated in the social mapping and identification of the O/MVC. Similarly, District Social Welfare Officers and Education Officers are members of Camfed's Community Development Committees and help supervise and coordinate activities at the district level.

5.0 Challenges and constraints, data quality issues and the plan to overcome them

5.1 Challenges/Constraints

During its first year of implementing program activities, IYF and TYS IPs faced some challenges. However, the challenges discussed below did not impede or delay IYF in meeting program objectives for this reporting period.

O/MVC Identification:

TYS implementing partners experienced several challenges during the identification process of eligible O/MVC for the TYS program, which initially delayed selection of TYS beneficiaries. The primary reason for this was due to the lack of complete and up-to-date data on MVC in the DMIS for the districts of Muheza, Songea, Mbeya and Mwanza. In the instances when TYS was not able to rely on the DMIS, TYS partners conducted physical mapping and coordinated with local MVCCs. However, the lists of O/MVC submitted by MVCC did not always include the necessary information on individual O/MVCs. IYF staff conducted verification of the O/MVC status of TYS beneficiaries during field visits by cross-checking names of youth enrolled at the centers and schools with the register list obtained by DSWOs in each district. In addition, collaboration with other USAID implementing partners has proven helpful in recruiting eligible O/MVC for the program.

Enrollment

With the exception of Kiwohede, TYS IPs faced challenges with enrolling the target number of beneficiaries. Although target numbers were met in terms of selection, a portion of selected youth did not report and officially enroll in training. VETA and Camfed reported that external circumstances, such as competing responsibilities at home, marriage or decisions to pursue other education or employment opportunities, were the reasons why youth did not report for enrollment. Out of the 300 girls that Camfed selected for the TYS program, 40 did not report to schools in January to claim their scholarships. VETA also had some selected O/MCVs not show up for training, most notably in Mtwara and Kiwanda FDC.

For Camfed, CDCs, Village Executive Officers and teacher mentors have played a crucial role in addressing this challenge by working closely with students whose parents or guardians are reluctant to send their children to school. Also, Camfed has worked with District Education Officers and Village Executive Officers to extend the deadline for reporting to school, to allow time to track down the girls that have been selected for scholarship. Further, through VETA's partnership with FHI and Hospice-WEI registered O/MVC has been able to be recruited quickly to fill scholarship vacancies from unreported youth or drop-outs. In addition, FHI and Hospice-WEI has connected VETA to their volunteer networks that are used to follow-up on TYS beneficiaries in their respective communities.

Poor attendance & Participant Attrition

The TYS program has experienced some attrition of youth enrolled in vocational courses. (All 300 girls enrolled in secondary school via Camfed have remained in the program.) We see the largest rate of attrition with TYS participants enrolled in long courses at VETA centers including Kiwanda FDC whereby 8% of youth enrolled in long courses dropped out from January to September. Kiwohede has reported that five youth have dropped out of training - this is 4% of the total TYS youth enrolled in Songea and Mbeya.

VETA and Kiwohede have reported various reasons for the truancy and drop outs. Commonly, O/MVC are reluctant to board at VETA training centers including Kiwanda FDC because they are not ready to stay far from their homes and it is difficult for them to cope to the new environment. Having competing responsibilities during harvest season was also reported as a cause of the poor attendance of some Kiwohede participants. Further, transportation to and from training sites remains a challenge for youth. TYS participants reported that bus drivers often expect them to pay full fare instead of a discounted fare typically given to students. As a result, some youth are walking several kilometers to and from the training centers which leads to delays and poor attendance.

Working with a vulnerable population some participant attrition and poor attendance is to be expected. Nonetheless, IYF and TYS IPs are exploring creative ways to keep youth enrolled which do not have significant budget implications. Beginning next reporting quarter, IYF will work with VETA and Kiwohede to adopt best practices for identifying and enrolling O/MVC learned from the first year. Rather than first selecting youth from the DMIS, communities will be sensitized and families/guardians will be provided clear information as to the scholarships being offered, training options and what expenses are covered by the program and which are not. OVC will be encouraged to apply for scholarships through the ward/district offices. The DSWO will verify that youth who applied for scholarships are registered OVC and registered in the DMIS. IYF believes this adapted approach will improve community buy-in and ensure that OVC are truly committed to participating in the training opportunities.

IYF recognizes that increasing psychosocial support for TYS beneficiaries will help TYs IP's to identify youth in danger of dropping-out and provide additional support services including reaching out to parents/guardians. Strengthening TYS IPs' capacity to provide psychosocial support to O/MVC will be priority for IYF in this coming year. VETA has vowed to continue providing counseling and guidance on an ongoing basis and is exploring ways to use life skills trainers at each center to play a guardian role for TYS beneficiaries boarding at the centers as well as day students. IYF plans to work with VETA to fill the vacancies created by drop-outs this year in the next round of enrollment for short courses.

Kiwohede

From November 2011 through August 2012, IYF carried out three field visits to Kiwohede sites in Songea and Mbeya and observed several concerns regarding the implementation of Kiwohede compliance to its grant with IYF. Some of the primary concerns include: low quality of training intervention (insufficient materials, crowded training space); lack of agreements with sub-contractors (master craftsmen, training institutes); and poor grant management (inadequate reporting and documentation). All of the field visits were followed up with written reports of observations to Kiwohede and requests for action to be taken to resolve issues identified. In addition, IYF held multiple face-to-face meetings and continuous communication to monitor the project activities and follow up on requests. Unfortunately, Kiwohede has been unable or unwilling to comply with some requirements and provide valid alternatives to resolving challenges in the field.

IYF is hesitant to continue to provide funding to Kiwohede for a second group of students until some of the issues faced with the first group have been satisfactorily resolved. IYF has sent the Executive Director of Kiwohede a letter detailing what measures need to be taken in order to receive disbursements for the new training cycle which is currently scheduled to begin in January 2013. IYF will keep USAID informed on any actions taken regarding this matter.

Limited budgets:

Throughout this first year of implementation, TYS partners have experienced challenges delivering program activities as planned due to limited available funding. IYF has accommodated budget increase requests to the extent possible given IYF's overall budget. In March, IYF increased Kiwohede's grant amount to cover the costs for additional personnel at the Songea center and Kiwohede headquarters to improve its program management. In September, IYF also increased VETA's grant for purposes of increasing personnel time devoted to support and guidance to youth at the Dar es Salam training center.

Further, VETA and Kiwohede have reported the need to provide additional support to O/MVC in the form of stipends for transportation and meals to those enrolled in short courses and personal hygiene items such as soap for those boarding at training centers. VETA was able to identify some savings associated with short courses in the first year which is currently being used to provide travel stipends to youth enrolled in short courses. Nevertheless, this is just a short term solution. IYF is currently conducting a budget review to hopefully identify some savings that can be reallocated to implement measures to address these issues. In addition, IYF and TYS IPs are also looking to establish partnerships with local communities and government representatives to help address these funding gaps.

5.2 Data quality issues

During this first year of implementation, IYF faced some challenges related to data collection from some partner field offices/training centers. Among the data quality challenges that have been observed include:

- Maintaining up-to-date data due to drop outs of youth from the services.
- Data errors have occurred where data has been counted and reported wrongly by TYS IPs. IYF has been verifying the reported data and required copies of data sources from partners for further assurance of data.

IYF has recognized that M&E is an area that needs strengthening at TYS IPs, IYF closely follows up with TYS partners to ensure data is accurate, complete, and consistent across data sources. IYF has developed, and provided TYS IPs with various M&E tools that track and update data in regular basis to ensure consistency including a Monthly OVC tracking tool and Data Disaggregated Form. This has also been supported with regular checks of data in partners' data sources during field visits and through calls to improve TYS IPs' understanding of the importance of accurately collecting and reporting on M&E data. As a result of this technical support, data quality has improved for the TYS program.

5.3 Progress /plans to address/improve

Plans for improvement are discussed above in 4.0 Challenges/Constraints section for each indicated challenge.

6 Planned activities for next quarter including upcoming events (indicate per program area/element).

SN	Program Area/Element	Activities	Timeline
1	Stakeholder Participation	Attend monthly IPG Meetings monthly	Oct. –Dec.
2	Capacity Building of IPs	Conduct field visits to VETA centers in Kigoma, Mwanza, and Tanga	November 5 to 28 th
3	Capacity Building of IPs	Conduct field visits to Songea and Mbeya	December 10-14 th
4	Vocational training and	Graduation of youth enrolled in short courses at	December

	Education of O/MVC	VETA and Kiwohede centers	
5	Capacity Building of IPs	IYF/Partners semi-annual meeting	Dec. 6 th
6	Vocational training and Education of O/MVC	Selection of O/MVC for second cohort of participants for short courses	Nov. -Dec.
7	Stakeholder Participation	Finalize Private Public Partnership Strategy and begin roll-out	November

- IYF's Dar es Salaam based staff will conduct the next round of field visits to TYS project sites starting with VETA centers in Dar es Salaam, Kigoma, Tanga and Mwanza in November. Field visits to Kiwohede sites in Songea and Mbeya are tentatively scheduled to take place in December. The primary objectives for this round of field visits are to 1) meet with TYS IPs and local MVCC and DSWO to ensure the next round of O/MVC selection is carried out smoothly, adopting identified best practices; 2) observe life skills sessions and provide technical assistance to trainers; 3) discuss internship/job placement strategies with partners and help identify local partnership opportunities.
- A TYS Semi-annual TYS Partners' meeting has been tentatively scheduled for 6th December. IYF will use this meeting to bring together HQ staff from Kiwohede, Camfed, and VETA to discuss overall program progress and challenges. An agenda for the meeting is currently being finalized.
- During this next quarter TYS partners VETA and Kiwohede will continue to provide vocational training to youth enrolled in short and long courses. Youth will continue to receive training in life skills, reproductive health, and entrepreneurship in addition to technical skills training.
- Partners will continue to reach out to potential employers to identify and negotiate internship opportunities for students graduating in December. IYF will meet with VETA and Kiwohede staff to review internship and job placement approaches and results to date and identify areas where IYF can provide technical assistance, such as outreach to employers, career counseling, mentorship, tracking, etc. IYF recognizes that emphasis needs to be placed on internship/job placement services this coming quarter and will work with partners through field visits and meetings.
- VETA will enroll an additional group of 250 M/OVC in vocational short courses from November to December and courses will start at the beginning of January next year.
- Kiwohede will select and enroll up to 120 O/MCV in short vocational training at its centers or in apprenticeships with master craftsmen in Mbeya and Songea. However, this is dependent on Kiwohede meeting certain program planning and management requirements that were lacking in year one.
- IYF will conduct an assessment of child safeguarding measures TYS partners already have in place and will encourage partners to improve or develop their own Child Protection Policies, where these do not exist. IYF will also begin preparations for a workshop on child protection and psycho-social support to be carried out in Q2.

7 Management /staffing issues.

In this year, IYF finalized staff recruitment at IYF's Dar office, however the recruitment of the full team was not completed until May 2012. The current team includes: Project Director, Finance and Administrative Manager, Program Officer, Monitoring and Evaluation Officer and Administrative Assistant. In addition, a temporary Life skills Specialist was hired using funding from IYF's *Planning for Life* program who will continue to support this area through February 2013.

In December 2011, TYS Program Officer based at the Dar es Salaam office left IYF to pursue other opportunities and IYF was not able to recruit his replacement until March 2012. In addition, IYF has experience several staffing changes relating to the management of TYS program over the previous year. In July, IYF Program Director Patricia Scheid who has been overseeing the management of the program was assigned to other duties within IYF and Program Director Angela Venza took over the director role for the TYS program. Please see **Annex I** for an updated TYS Staffing Organizational Chart.

Staff from IYF Baltimore conducted several monitoring visits to Tanzania to monitor the progress of the program and provide technical support the Dar es Salaam based staff and TYS IPs. These monitoring allowed Baltimore staff to meet with USAID, participate in field visits to TYS project sites, organize workshops, and plan with the Dar es Salaam based team.

8 Annexes

- I. TYS Staffing Organization Chart (separate document)
- II. Success Stories

Annex II Success Stories

Life Skills transforms vulnerability of young people to personal achievement!

Life skills is an important part of the TYS program that can lead youth to be self aware, self motivated and well engaged citizens. IYF believes life skills can transform the lives of young people.

Emily is a young man aged 18 years old who was orphaned at the age of four and had been taken care of by his aunt in the Mwakibete ward of Mbeya. His aunt has no regular source of income and due to her illness; she is not in a position to earn a reasonable income. She also takes care of Emily's siblings. He is among the vulnerable youth who are sponsored by the TYS project at Kiwohede training center in Mbeya. Emily says “... before joining the centre I was very rude to my aunt, and most of the time I was hanging with bad groups of young men in town with nothing to do. Due to my naughty behavior during my childhood I could not complete primary school”. After receiving counseling and life skills training at Kiwohede, Emily has changed his behavior and has increased his respect for his aunt and other people around him.



Emily's aunt testifies that “... before Emily was a trouble maker in this area. I had no hope for him any longer since I had nowhere to take him. When I heard about this scholarship opportunity from the ward leader, I took him to the centre and he was enrolled. Now, Emily has changed his bad behavior and has become a responsible young man. I'm glad that I can now see the future of this young man! I thank IYF and Kiwohede for changing Emily!”

Emily has been able to learn and acquire multiple skills from the centre including decoration, basket weaving, soap making and batik making. Also, he can now make and sell the hand-made products to earn an income that supports himself and his siblings.

In Tanzania, the number of vulnerable children is increasing daily due to economic and social constraints, including the impact of HIV/AIDS that has left many children orphaned. IYF, with support from USAID through the Tanzania Youth Scholars project, aims to reduce the vulnerability of youth aged 15 – 24. However, the provision of job and professional skills can have a positive impact on the young person, his/her family and community. Employability skills also enable children and youth to be engaged citizens. The TYS project, sponsors MVCs in vocational training centers and apprenticeships to acquire employability skills such as tailoring, hotel management/ food production, vehicle mechanics, carpentry, masonry & bricklaying, agriculture, driving, electricity, computer and office secretarial services.



Rajabu is one of the beneficiaries of the TYS project. He completed standard 7 at Bwiti primary School in 2010 but wasn't able to pursue further studies due to financial limitations. His father died several years ago so now Rajabu is living with his mother and his siblings. After he finished his primary education, he had no other hopes other than to do casual work in order to earn some money for supporting his family. In July this year, Rajabu joined Kiwanda Folk Development College in Tanga under a scholarship offered by TYS. He has chosen to study Masonry and Brick-laying, a three year course with full boarding. Before he joined the college he was not aware about how to use soil and turn it into bricks to build houses. After three weeks of training he was surprised to learn that the soil that is available everywhere can be made into bricks to build houses.



Today he can make bricks and started setting and building a wall. When he goes back home, he is going to make bricks and sell them to generate income that will help him buy the things he needs and also support his family. "I am very glad to have this opportunity. My dream was to be an entrepreneur. May it come true!" said Rajabu.